

HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

Minutes of the Special Session of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors held on Friday, September 19, 2014 at 9:00 A.M., in meeting room 4C located on the fourth floor of the Administration Building.

HR COMMITTEE MEMBERS PRESENT: Marsik, Frohling, Greshay, Schmidt.

MEMBER EXCUSED: Duchac

ALSO PRESENT: Joseph Rains, Human Resources Director; Sarah Eske, Human Resources Analyst; James Mielke, Dodge County Administrator; Angela Zilliox, Human Resources Specialist; Scott Smith, Chief Deputy; Karen Gibson, County Clerk; Jane Hooper, Clearview Administrator; Patti Hilker, Treasurer; Michelle Kenning, Office Manager, Clerk of Courts.

Meeting called to Order by Chair Marsik at 9:00 a.m.

Roll call was taken. All members present, except Duchac who was excused.

Rains verified that the meeting was noticed in compliance with the Open Meetings Law.

Marsik asked if anyone present had any public comments. None.

Rains indicated that the official 2015 premium rates from Employee Trust Funds have been released. He stated that the lowest cost plan has gone up by 7.7%. He reminded the Committee that the employee contribution for Public Safety employees is established through negotiations and that the Sheriff's Department command staff pay the same rate as the Public Safety employees. The discussion next focused on premium contributions for the Non-public Safety employees. He then distributed a spreadsheet, which broke down the 2015 premium rates using the same employer paid portion of 90.5% and employee paid portion of 9.5%. He further explained that he was instructed by Mielke to break down what the employee and employer paid rates would be if the employee portion went up by increments of 0.5%. Rains further explained that he calculated the estimated impact to the budget for each 0.5% increase in employee paid premiums. The Committee held a lengthy discussion. Mielke informed the Committee that his recommendation would be to increase the employee paid portion of the premium by 1.0%. Rains indicated that this would make the employer paid portion 89.5% of the total premium and the employee paid portion 10.5% of the total premium. The Committee held a discussion regarding the impact an increase in the employee paid premium would have on the employees who are in the positions classified in the lower labor grades of the compensation plan. The Committee heard positive comments from those in attendance that an employee contribution increase of 1.0% would be a more favored alternative than going to a high deductible plan. Continued discussion took place.

Motion by Greshay to approve the recommendation to continue with the Local Government Deductible HMO Option / Standard PPO (Option P04) and establish the 2015 health insurance employer paid contribution at 89.5% of the lowest cost qualified plan in Dodge County and the employee portion at 10.5% for the Non-public Safety employees as presented by Mielke. Second by Frohling. Motion carried.

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Future Agenda Items:

Update on the health insurance consulting services.

Future Meeting Dates and Times:

The next regular scheduled meetings of the Human Resources and Labor Negotiations Committee are **October 7, 2014 and October 21, 2014 at 9:00 a.m.** in room 4C of the Administration Building.

Meeting adjourned by order of the Chair at 9:40 a.m.


Richard Greshay, Secretary


Joseph Marsik, Chair

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.